

Iowa Department of Corrections

Staff Development and Training

Introductory comments:

- Corrections statewide training delivery is structured to include centralized, regionalized, local, and technology based delivery options.
- Many courses are offered locally by Academy and institution or district staff, and via ICN to reduce travel and overtime expenses.
- Training audiences includes both institution and community corrections personnel and are a mix of security, program and support staff.
- Some corrections topics listed below (see *) share some basic concepts with what might be taught to law enforcement personnel.
- Corrections personnel are not sworn law enforcement personnel and certification standards therefore differ.
- The corrections training program is transitioning to a competency- based format.
- Training delivery is limited by available training facilities, training staff, and costs related to overtime and replacement costs for staff attending classes.

Common topics

Corrections topics

Introductory new employee / recruit level

Taught locally at correctional facility:

Workplace safety – OSHA
First Aid / CPR

Facility orientation
Emergency preparedness
Counselor Core:
LSIR
Case planning
Firearms certification*
Chemical munitions/
Less lethal
certification*

Taught at centralized Pre Service:

Introduction to the criminal justice system
Courtroom procedures / testimony
Blood born pathogens/ universal precautions
Interview /interrogation
Interpersonal/ communication skills

Offender health issues
Offender management
Correcting behavior
Search procedures*
Toolbox skills

Victim issues-restorative justice
Wellness/fitness
Diversity /human relations
Sexual harassment

Use of force*
Investigation techniques*
Restraints*
Criminal thinking
Transport procedures*
Cognitive restructuring
Professional & technical
report writing
Special needs offenders
Radio communication*
Substance abuse
Basic security procedures
Personal safety*
Control/ compliance
techniques*
Classification
Stages of change
Female offenders
What works
Colors
Ethics*
Correctional Legal issues
Security threat groups /
gangs*
Locking systems/key
control
Contraband control

In service topics

Defensive driving
Domestic violence
Cultural awareness
Basic Spanish
Crisis intervention
Team building

Motivational interviewing
Case planning
CALM- anger
Criminal thinking
Cognitive programming
Mental health issues/
recognition
Emergency preparedness
ICON
Establishing professional
boundaries
Workplace communication
Security issues
Policy / procedure updates

Crowd control
Chemical agent re-cert*
Firearm re-cert*
Baton*

Specialty squads / Specialty topics

Canine*
Emergency response
Hostage negotiation*
CERT
Public Information / media*
Riot control*
Ion Scan /drug detection
devices& procedures
Batters Education
Sex Offender programs
Therapeutic community
Unit management
Medical personnel
Substance abuse
Certification
ALJ training
Security Threat Groups
Supervisor case audits

Instructor level

Field training officer
Instructor development

CERT Instructor
Baton*
Firearms*
Chemical munitions / less
lethal*
Personal safety*

Management / supervisory

Primarily rely on IDOP courses
Affirmative action

Leadership

Mentoring
Concepts and styles of leadership
Strategic planning